



**DEPARTMENT OF FAIR EMPLOYMENT  
AND HOUSING**  
***ENFORCEMENT DIVISION***  
***DIRECTIVE***

**DIRECTIVE  
NUMBER  
210**

**DISTRIBUTION  
DATE  
October 1, 1998**

1. **SUBJECT: OUT-OF-STATE ACTS OF HARM**
2. **PURPOSE:** To set forth the procedures for accepting complaints where the act of harm occurred outside of California.
3. **BACKGROUND:** On occasion, Consultants may encounter intake situations in which an out-of-State complainant asserts that he/she was hired in California, or a complainant who works in California experiences discrimination while on an out-of-State assignment.
4. **PROCEDURES:**
  - A. **Accepting Complaints:**
    - 1) The Department will accept complaints where the act of harm occurred outside of California if there is a potential for establishing a connection between the complainant and some action of the respondent within California. For example:
      - a) A complainant hired in California, discovers discriminatory conditions of employment when he/she reaches an out-of-State worksite; or
      - b) A complainant works in California for a company with interests in California and he/she is discriminated against while on an out-of-State assignment.
    - 2) Where the respondent refuses to cooperate and/or raises the issue of the Department's jurisdiction, the District Administrator should confer with the assigned attorney.

5. **APPROVAL:**

---

Nancy C. Gutierrez, Director

---

Date